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Convoy Dispatch

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — Jan. 1998 #165

Teamster Reform Wins in Local Union Elections

From Chicago truck drivers to Dallas UPSers to Washington, D.C., warehouse workers, Teamster members are voting for reform and against the old guard in greater numbers than ever before.

In November 10,000 Northwest Airlines employees in Local 2000 voted by a three to one margin and with a record turnout to oust the pro-Hoffa incumbents and elect the "It's Time" slate of TDU reformers. It was not just a victory, but a strong mandate for reform. The voter turn-out doubled in Local 2000 over just one year, since the IBT vote.

On Dec. 6 18,000 members of Chicago Local 705 rejected Hoffa's Chicago spokesman, Dane Passo, and voted by a slim majority for reformer Jerry Zero. Hoffa personally campaigned for Passo and helped him raise an estimated $75,000 for this campaign. Last year Passo had won the delegates, and anti-labor Congressman Peter Hoekstra featured him on national TV to boost his campaign. But reform is growing in Chicago, in the local that cast more votes in the IBT election than any other.

On Nov. 20 4,000 members of Dallas Local 767 voted out their old guard leadership; in fact, pro-Hoffa Joe Lesmaster finished third! They elected a new slate headed by TDU member Wes Jenkins.

These — and lots of other — reform victories in local unions show that Teamster members want to go forward, not backward. And they show that the reform movement is not going to let Junior Hoffa and the old guard take over the Teamsters.

After former federal judge Kenneth Conboy ruled that Ron Carey could not stand for reelection because campaign consultants broke the law during Carey's watch, many in the media initially predicted that Hoffa would win the election.

But, as Ron Carey said to the TDU Convention "It's never been about one man, it's about the members." Teamster members are demonstrating that with their votes for reform. Now it's time to take that message to every Teamster across North America.

IBT Election Updates

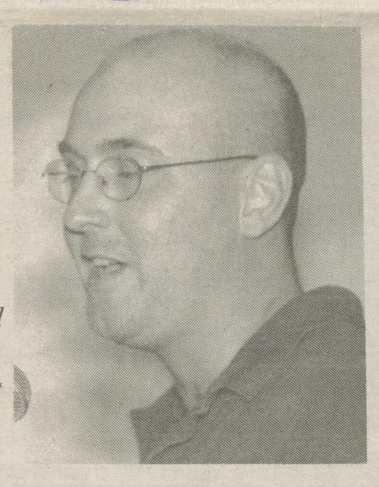
Carey takes leave, passes polygraph. IRB hearing set for Jan. 20.....p. 7

Election delayed—possibly for months—to investigate Hoffa's funding...pp. 7& 12

Why a grassroots campaign will win.....pp. 7 & 10

"They can't disqualify the members!" That's what one Teamster said, to great applause, at the TDU Rank & File Convention on Nov. 21-23. Some 600 Teamster activists converged in Cleveland and made plans to build rank and file power in contract battles and local union, and to win the 1998 Teamster election. See page 6 for more coverage.

JOIN TDU



I joined TDU because I found out what true democracy is all about. Here in Minneapolis at UPS we knew that we had to fight to get a good contract. But our local union didn't give us the information we needed. Without TDU we would not have had the vital information we needed to keep everyone together on the picket line. After the strike I got involved in TDU because I saw first-hand the need for reform in our local. If you want information to help you out that you can't get anywhere else, join TDU.

Jon Senum
Local 638, UPS, Minneapolis

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

other _____

___ $35 one-year membership & subscription to *Convoy Dispatch.*

___ $85 three-year membership fee. ($10 shall be rebated to the local chapter)

___ $20 for spouses, retirees and Teamsters who gross less than $17,000 a year.

Check or money order

Mastercard/Visa # _____ Exp. date ___/___

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.
TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

Detroit Newspaper Lockout Continues

The six striking Detroit newspaper unions made an offer to return to work, but the company chose to accept it only on their own terms. Of the workers who went out on an unfair labor practice strike in July 1995, only about 375 have returned to their jobs, most at lower pay, reduced hours, without benefits and with no union protections. Over 1,500 workers are still locked out.

How Does This Affect You?

If you work for someone else, if you have children who work for someone else now or will in the future, if you are retired and depend on benefits from a past employer, if you like to read a newspaper to know what is going on in the world, if you shop at stores that advertise in a newspaper, if you are not one of the top five percent of the money earners in this country, ***then this issue affects you!*** This labor dispute affects the way that corporations all over the country will and are currently dealing with their employees. This labor dispute will affect the prices advertisers pay, and therefore costs to you. This labor dispute affects the accuracy of the information you read in the newspapers and allows them to control your opinions and choices.

What is and **what is not** printed in the newspapers can and does have a tremendous impact on the world around you!

What Can You Do About It?

Do not buy the *Detroit News, Detroit Free Press, USA TODAY*, or any other papers published by these two greedy, uncaring, illegally run corporations, Gannett and Knight Ridder. Do not buy them again until they obey the law and just contracts are achieved.

Support Locked Out Members

Keep abreast of all the news and information that affects your life. Subscribe to the award winning *Detroit Sunday Journal.*

Apple Workers to Vote in January

Ana Guzman, a worker at Washington Fruit, spoke to the TDU Convention on Nov. 22 about the campaign to organize apple workers in Washington. A leader in the organizing drive, Guzman was fired on Nov. 12 due to her union activity.

The Teamsters union is working with the United Farm Workers in this campaign. On Jan. 8, 850 production workers at Washington Fruit in Yakima and Stemilt Growers in Wenatchee will vote whether or not they will be represented by the Teamsters.

The growers are pouring money into the fight against a union, spending hundreds of thousands of dollars on anti-union consultants and harassing workers. But workers like Ana have vowed to "never give up."

Help locked-out newspaper workers

Subscribe to the Detroit Sunday Journal and help put a stop to union busting! Each issue includes television listings for the week, crossword puzzels, movie reviews, features, entertainment and labor news. Fill out the form below and look for your Sunday Journal in the mail each week.

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210 (313) 842-2600.
TDU can be contacted via e-mail at:
tdudetroit@igc.org
or on the World Wide Web at:
http://www.igc.org/tdu/
NY Office: 500 State St., 2nd floor, Brooklyn, N.Y. 11218 (718) 624-7746.

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Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

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Steve Baudo, Milwaukee Local 344
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Patricia Franks, Allentown, Pa., Local 773

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Alex Adams, Cleveland Local 407
Gillian Furst, Minneapolis Local 1145
Homer Lambert, Chicago Local 743
Joyce Mims, Atlanta Local 728 spouse
Lucio Reyes, Stockton, Calif., Local 601
Michael Ruscigno, New York Local 802
Willie Smith, Columbus, Ohio Local 413

Alternates:
Dave Staiger, Detroit Local 243
Steve French, Portland, Ore., Local 206
Tom Sheibley, Brockton, Mass., Local 653

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1997 for one year. Our Rank & File Convention had over 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Central Pa. Pension Obstacle to Ratification

With the ratification of the Louisville Air Rider the sole obstacle to a fully ratified UPS agreement remains the Central Pennsylvania Supplement. While several supplemental contract issues remain unresolved, the main issue is a pension plan that is vastly inferior to those enjoyed by UPS Teamsters throughout the rest of the country. As a result, Central Pa. UPSers voted down their supplement by a three to one margin and vow not to ratify their contract until they attain pension justice.

This problem has deep roots. In 1987, the local officials in office at the time and the trustees of the Central Pennsylvania Pension Fund promised that every Teamster in the fund would be a millionaire by the time of their retirement. This would be done by changing the Defined Benefit Pension Plan to a Defined Contribution Plan (similar to an IRA).

But UPS Teamsters with 15 or more years in the Defined Benefit Plan were caught in the middle of a promise that couldn't be further from the truth. For instance, a UPS Teamster that currently has approximately 15 years in the Defined Benefit Plan and ten years in the Defined Contribution Plan would be faced with the following options upon his or her 30 year retirement.

Option 1:

An employee with 30 years of service will receive approximately $600 a month from the Defined Benefit Plan and a lump sum of approximately $113,000 from the Defined Contribution Fund. A health coverage plan can be purchased from the fund at a reduced rate of $202 a month. Leaving a retiree with $400 a month.

Option 2:

An employee with 30 years of service could trade the lump sum of $113,000 into the fund and receive a benefit of approximately $1,600 a month. Again, health care coverage could be purchased from the fund at $202 a month.

As a result of this obvious unfairness the Teamster trustees, in conjunction with their actuaries and the eight locals involved, unanimously agreed to present a reasonable package, comparable to the plan UPS gave in it's "final offer" in August, to the company trustees. Unfortunately the company trustees, who are both from freight, cannot see past their own greed and continue to reject the union plan in favor of substandard compromises.

The strategy being used at this time by the UPS rank and file is to vote NO on any Central Pennsylvania Supplemental Agreement until such time as the pension plan provides a reasonable retirement benfit, putting pressure on the trustees of the plan to work out an equitable solution. A national petition drive, with petitions due on Dec. 26, has been spearheaded by Allentown Local 773 with the help of TDU to aid in this fight for pension justice.

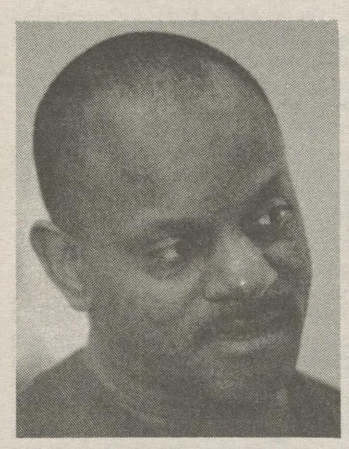
From Strike Line To Sort Line

Spreading the Spirit of Our Victory

UPS Teamsters are spreading the spirit of the UPS strike throughout our union by getting involved. We need to spread the spirit of solidarity and the know-how that won us our contract throughout the union.

"We want to help spread the spirit of our victory to freight members. By helping freight members with their contract campaign, we can show them how we won. Truckers need to develop communication and unity to fight for a good contract like we did. We are all Teamsters—together we can win."

Suellen Lloyd
Jonesboro, Ark. Local 878



"I learned during the UPS strike that if we stand together that we can get things done and make this world better. I decided to join the campaign to organize Delta Airlines mechanics because I wanted to spread the spirit of our UPS victory to the world. The straight-forward techniques I have learned will help build the rank and file connections that we need to move forward at UPS. Involving members will give us a voice in our future."

Randall Daniel
Atlanta Local 728

"UPS has not taken the strike lightly. When one driver was fired for leaving his bulkhead door open on route, we all decided to shut our doors each stop. What was slowing everyone down? Within a week management decided to back off on firing this driver. Management continues to feel the spirit of the strike every day on the shop floor in our center. Getting more people involved, electing new stewards, and staying on the offensive will keep the spirit alive."

Ann Paul-Schlegal
Boston Local 25

UPS and Downs

EO Orders UPS to Cease and Desist Campaigning for Hoffa.

Interim Election Officer Benetta Mansfield issued a Nov. 4 decision in which she ordered UPS to "immediately cease and desist from distributing written materials to its employees which support or attack candidates." She found that UPS nationally distributed and directed management to "share with all employees" materials that promote the candidacy of James Hoffa.

The EO's decision stated that "employers have no reason to involve themselves in the election of the IBT's delegates of International officers."

TDU national organizer Ken Paff stated, "This is not the first time that UPS, the largest Teamster employer, has been caught campaigning for Hoffa. UPS and the trucking employers have made it clear they prefer to deal with the old guard officials who cut sweetheart deals with them."

Regional Meetings to Review New Contract.

Assuming that the Central Pennsylvania Supplement will be settled and the agreement fully ratified and in effect, the Parcel and Small Package Division has tentatively planned four regional meetings in late January and early February. The purpose of these meetings will be to review the new agreement in depth, discuss enforcement strategies and answer questions concerning interpretation. Local unions are encouraged to send any officers or business agents who are responsible for enforcement to the meeting. Following the regional meetings, the parcel division and the education department will conduct training sessions for stewards on the new contract at local unions around the country.

UPS Settles FEC Charges.

UPS agreed to settle Federal Election Commission charges pending against it for improperly soliciting PAC contributions from its managers. The charges come from a complaint filed by a former UPS manager in Illinois who said he was harassed when he refused to contribute money to UPSPAC. UPS agreed to pay a $9.000 penalty and explicitly inform managers that they have the right to refuse to give money to UPSPAC.

Wage Increases Implemented.

As you know, UPS has begun paying the newly negotiated wage increases. The company does not intend to implement any other provisions of the contract at this time. Likewise, Parcel and Small Package Director Ken Hall has informed UPS that its implementation of wage increases does not change the union's position that the contract is not yet ratified.

New NLRB Charges Brewing for UPS.

When Mike Solomon of New Orleans Local 270 began passing out *Convoy Dispatch* to part timers during their breaks, UPS management was not happy about it. For a long time UPS had been able to keep part-time members in the dark about the union.

Management told Solomon he could no longer pass out literature in the break areas near time clocks. Then, when he went to the break room to pass out *Convoy*, the manager demanded that he not distribute literature anywhere on UPS property.

This is a violation of the NLRA and contrary to decisions against UPS by the NLRB in other regions. Now UPS is admitting they messed up by asking Solomon to settle for a compromise allowing him to distribute in the break room only. This proposed settlement is inadequate. If a similar situation occurs in your local, contact TDU. We need to reign in UPS's blatant disregard for members' legal right to pass out literature in non-work areas during non-work times.

Want Phone Sex? Call UPS.

Prospective customers who dial the 800 number listed for UPS in some Wisconsin phone books are getting a sultry voice that implores callers to dial a 900 number for the "wettest, wildest conversations" at bargain prices. UPS's old 800 number, before it was changed to 1-800-PICKUPS in 1994, was recently assigned to a phone sex operator.

"UPS delivers a lot of things, but phone sex isn't one of them," said a UPS spokesperson.

'98 FREIGHT CONTRACT CAMPAIGN

Pensions, Job Security ...

Survey Shows What We're Fighting For

Over 44,000 Teamsters submitted surveys on our bargaining priorities, and our union committee has used them to fashion a package of proposals.

Pensions

Some 71 percent of freight Teamsters said pensions are a top priority (either number one or two issue). The UPS victory paved the way for us here. Our message is clear: ***we will not settle for less than UPS Teamsters won on pensions, which means $3,000 30-and-out and $2,500 25-at-57 with health coverage*** in the Central States Fund and comparable or better across the country. If we don't see it, no deal.

Job Security

Some 77 percent said job security is a top priority. We need to improve protections in changes of operations, limit subcontracting and double breasting, hire laid off Teamsters first, improve language on abuse of casuals, and win protections against the impact of NAFTA. If they want an early contract, we insist on changes in these areas and more.

Safety

A clear majority of drivers and dock workers said that a number of safety issues are critical to a good contract. Driving and dock work are both stressful, dangerous and hard on our bodies.

We want the strongest language possible regarding the right of a fatigued driver to refuse to drive, and to slide the board without undue penalty. We need language that makes driving sleeper team a livable job. We need new health protections on the dock and in the shop.

If they want an early contract, let them respect our rights.

Income and Benefits

Wages under the NMFA have not kept pace with inflation for a number of years. Some of us make good money, but by working up to 60 hours a week. We need wage protection in this contract, and we need the wages for casuals brought up and the wage progression improved.

We need improvements in the "40-and-out" language that was never intended for end-line terminals.

They want an early contract, and no strike. We want reasonable improvements in all these areas – and others – and no concessions. We hear their message. Let's make sure they hear ours.

TEAMSTER UNITY = A Good Contract

But Why Should We?

Employers Want Early Deal

The trucking employers want an early deal, signed and ratified long before the March 31 expiration. They keep telling themselves, our union committee, the media and us, their employees.

They don't want the threat of a strike to interrupt their growing profit margins. They don't want customers to divert freight.

We get the message.

But we want a good contract. Let's send that message, loud and clear.

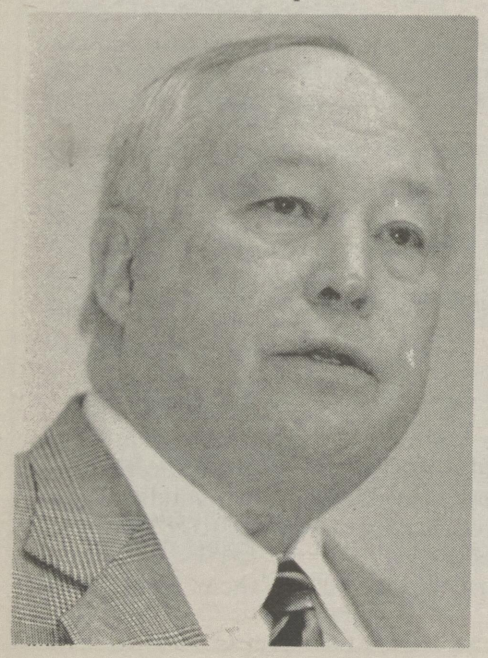
We should not even consider an early deal without winning our major demands. If that's what they want, fine. Let them show it. We've got a strong hand, thanks to our strike of 1994 and the UPS example this year. Let's use it for a good contract.

FREIGHT TEAMSTERS UNITY. Roadway Teamsters in Seattle Local 741 show their solidarity, while meeting in their breakroom with Teamster Freight Director Richard Nelson. Nelson met with hundreds of Teamsters in the Seattle area as part of a Western tour. On Nov. 19 freight Teamsters nationwide kicked-off our contract campaign by displaying stickers to let the employers know "I'm ready to fight for my future." Let's keep escalating the pressure until victory.

Freight Director Nelson Speaks Out on Freight Negotiations

Teamster freight director Richard Nelson has been out meeting with freight Teamsters. In early December he toured many locals in the West, walked the docks at many freight barns to hear members concerns and held over a dozen meeting in locals throughout the Western region. He attended the TDU Convention on Nov. 21-23 and spoke to freight Teamsters there.

Brother Nelson reported on the preliminary talks between our union committee and the freight employers. Here are a few of his comments:



Now they know where we're coming from on all the major issues.

They know that we are serious about making real progress on pensions and job security. They know that the way these changes of operation have been run has really hurt our people. They know that the abuses of 40-and-out and railing have got to stop.

They know that the days of creating a nonunion, double-breasted operation to siphon off the profits that Teamsters make possible must come to an end.

They know that we need neutrality and card check recognition when any of their existing employees organize to join this great union.

And they know that if we don't get some basic respect for our stewards and business agents in the grievance process in the next contract we will see them on the picket line. ...

But to win on these issues we need you and thousands more like you to get members, families and the community involved.

I know that we can accomplish a great deal in these talks. But our wish list will be just that – a "wish" list – unless we can show management that we are united for a good contract.

IBT Directs Locals to Participate in Contract Fight

General Secretary-Treasurer Tom Sever recently sent a TITAN message to all freight locals on the importance of full participation in the contract campaign. He thanked the majority of locals that are joining in the campaign and getting campaign materials to the rank and file.

Sever also noted:

It has been brought to my attention that some local unions are not participating in the campaign. There should be no misunderstanding about the importance of this campaign to winning a good new agreement.

It is the responsibility of each and every union official that represents freight members to provide members with the contract information and campaign materials so that they can be fully involved in the contract negotiation process.

Negotiating a good contract will depend on Teamster unity and membership involvement. Therefore, pursuant to my authority under Article VI, Section 2 of the International constitution, I direct all national master freight local union officials to fully implement the policies and plans of the Teamsters National Freight Industry Negotiating Committee.

Members Say Organize

Rarely can you get Teamsters to agree on anything by a 97 to one margin. But in the freight survey, 97 percent agreed that organizing in the freight industry is a top priority, with only one percent disagreeing (two percent did not express an opinion). Of course, saying it's important and making it happen are two different things. Let's make organizing happen. (See article on next page.)

January is Petition Month

Unite Behind Our Freight Demands

In January the Teamster freight contract campaign will give us a chance to unite all freight Teamsters – city, dock, road, shop and office. Big four, regional carriers, cartage companies, and Overnite Teamsters as well. We need to send a message of unity to the carriers.

The Teamster petition will be circulated in every terminal – including Overnite – by the contract campaign coordinators and stewards to show that all Teamsters are behind the union's proposals for a good contract.

At the end of January the petitions will be presented locally to management and nationally as well.

All TDUers and concerned Teamsters should volunteer to make sure we get 100 percent at your terminal, and help ensure your local gets 100 percent at other terminals.

If your local is not doing the job, let us know. We will make sure you get all the materials, get on the IBT freight mailing list, and will provide any help you need. (Also, see the warning from IBT Secretary-Treasurer Sever on page 4.)

The petition may seem like a small step. But it will build the unity we need to tell the employers we mean business, and to prepare us to escalate our actions in February.

Rank & File and the Union Committee

We also need to demonstrate rank and file unity to guard against any old guard officials on the union negotiating committee who may want to play politics with our contract. In the UPS contract the committee stayed united, including some of the old guarders who blessed every sell-out deal in the past. It happened because the members were united and determined so there was no room for officials to play games.

Freight director Richard Nelson has stated he will keep an eye on each member of the union negotiating committee, which includes officers from all viewpoints and areas. He says he will bounce anyone off found to be talking with management outside of the bargaining process. That's good, but the real guarantee against tricks from the old guard is a united, determined membership.

It's up to us to make that happen.

Contract Campaign Can Help

Organize Overnite!

Our contract campaign is about more than just protecting what we've got and winning better pensions. It's about the future. It's about building rank and file Teamster power in the trucking industry. It's about members getting involved and taking control of our union.

Above all it's about organizing. We need to come out of this contract in the spring ready to organize this industry. As long as freight Teamsters are surrounded by nonunion competition, we will always be limited in what we can win and protecting a shrinking piece of the pie.

A Teamster contract covering all Overnite employees can be the best fruit of this contract. Think about it.

If we involve Overnite Teamsters in our contract campaign, that will help organize.

If we win innovative contract clauses that make it easier to organize and harder to divert freight, that will help organize.

If we win a good contract, that will help organize.

If we come out of this contract battle united, proud and ready to talk to Overnite Teamsters, that will help organize.

If we get involved in this campaign, and go on to join an army of Teamster volunteer organizers, that will help organize.

Junior Hoffa says the key to a good contract is to send him to play golf with the employers and tell them, "My dad was a real tough guy, didn't you see the movie?" He's wrong. The key is rank and file power. That's our future.

Freight '98 Campaign Materials

Description	Price	#	Total
Teamster Unity = A Good Contract Rolls of 250 stickers	$5/roll	____	_____
Freight '98 Banner *Ready to Fight for Our Future*	$60	____	_____
Rally Signs (mixed pack of 20) *We'll Fight for Better Pensions* *Organize for Job Security* *We'll Fight for Good Union Jobs* *A Strong Contract Means Safe Highway*	$20	_____	_____
Common Cents About the Freight Industry IBT Research Department presentation of the economics of the freight industry and the context for NMFA bargaining	$2	____	_____
Freight '98 Campaign Palm Card Tips on organizing nonunion freight workers with record-keeping contact card	$10/100	____	_____
Freight '98: Roadmap to a Better Future Pamphlet with guidelines for setting up member-to-member network	$1	____	_____
	Total		$_____

Name _____

Address _____

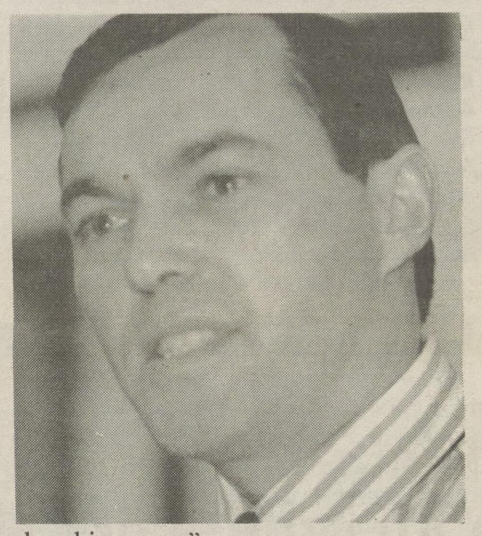
City/State/Zip _____

Telephone with area code _____

Please make checks payable to International Brotherhood of Teamsters. Sorry, orders cannot be shipped to P.O. boxes.

Return to: IBT, 25 Louisiana Ave. NW, Washington, D.C. 20001

We're Ready to Fight For Our Future!



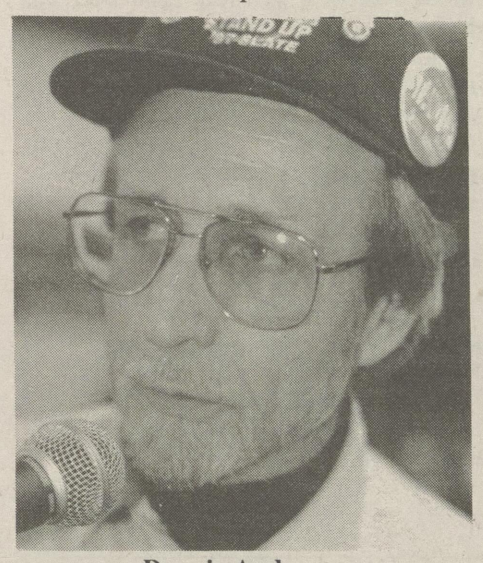
Tim Buban
Local 200, Milwaukee
IBT Freight Contract Campaign Coordinator
Speaking at TDU Convention, Cleveland, Nov. 22, 1997

Last month, as we prepared for sticker day at one of the big terminals in Milwaukee, the terminal manager came around with some supervisors and looked at us and after a bit he said, "I hope you guys don't push this freight unity thing too hard, because you're going to scare away all the customers."

No sooner had they left than one of our drivers said, "You know, just two days ago [the day Carey was disqualified] that terminal manager came in here to laugh at us, and I don't hear him laughing now."

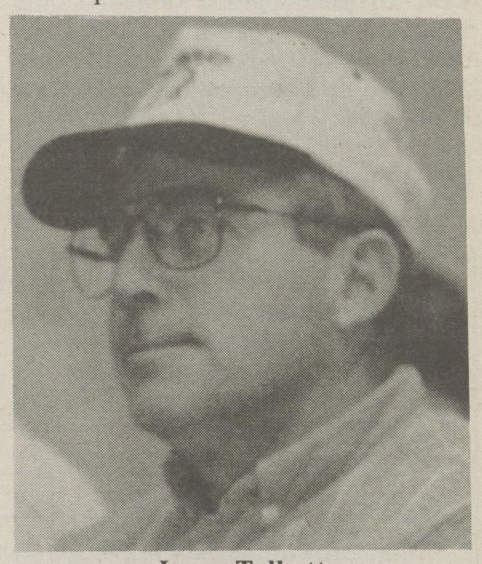
That fear in the employer's voice underscores the importance of building a strong contract campaign. Collective action. The power of the membership and tapping into that power is what it's all about. We have a plan and that plan starts from the bottom up. It's built on one simple truth – a well organized, well led membership is more powerful than any corporation in this country.

It's up to us. Get involved now.



Dennis Anderson
Local 413, CF
Columbus

Freight Teamsters face a critical time, and need to show the employers that we stand united behind our national negotiating committee. Involvement in the contract campaign is vital to winning improvements in pensions, job security, health care and wages. When we all pull together we will all be winners.



Larry Talbott
Local 100, Roadway
Cincinnati

Good contracts are the future of our union. We achieved it with UPS; we expect no less in freight. Membership involvement was the key to victory at UPS and membership involvement will be the key to victory in freight.

Biggest, Most United TDU Convention Ever

As Alex Adams welcomed 600 Teamster activists to the 22nd TDU Convention in Cleveland, the chair of the Cleveland chapter reminded them that they had come to TDU's birthplace. TDU was formed 21 years ago in Ohio in very difficult times. In the early days members risked a lot just to come to a convention.

This convention came just five days after the monstrous decision of Nov. 17 in which Ron Carey was ruled ineligible to run for reelection. But TDU, born in tough times, was up to the new challenge.

The convention was the biggest and most united in TDU history. The Teamster members and leaders present expressed their solidarity with Ron Carey and with his program of the past six years, and a determination to take that program forward and continue to build our union.

News reports on national television and newspapers all noted the commitment of those present to win the 1998 election and send Junior Hoffa back to his country club.

A resolution was adopted setting TDU's goals for the coming year. Another motion set up a mechanism for endorsing a reform candidate in the election.

Preparing for Contracts

Members in freight discussed the upcoming contract, as did Teamsters in rental car, Frito-Lay, Anheuser-Busch and other fields. National networks were built to take on employers.

Activists spent the weekend learning how better to build Teamster power. Officers talked about developing new strategies to involve members.

We honored labor's heroes from the summer of '97 at UPS. We raised $66,000 to support TDU and help build a grassroots campaign in the election. We elected our leaders of TDU for the coming year. We celebrated some exciting victories in locals formerly run by the old guard.

And we left Cleveland ready to go make history in 1998.

TDU To Endorse Reform Slate

The TDU convention adopted the following motion regarding the upcoming election and the reform team that we plan to help elect.

TDU stands in solidarity with Ron Carey and in full support of the direction that he has led our union over the past six years. In the event that Ron Carey is unable to run or steps aside as the reform candidate for General President, this TDU Convention directs the TDU leadership to work with other Carey supporters in support of a strong reform candidate. The TDU ISC is directed to determine any TDU endorsement.

The convention goes on record in favor of a candidate and slate that are committed to build upon and continue the direction of the past five years, in line with TDU's principles. We do not support the creation of a so-called reconciliation slate with the old guard forces, which would amount to a reversal of the course that Ron Carey has set.

The TDU convention heard from some good leaders who will certainly be part of the reform team and slate. We expect that slate to be in place soon and are already in the field campaigning against the old guard.

Convention Raises $66,000

The reform movement will be tested like never before in 1998. We must build a grassroots campaign that is bigger than any in labor history. TDU is the organization that can do it and help elect a reform slate, keep our leaders honest and on track, and unite active Teamsters to keep the spirit of the UPS victory alive and build rank and file power.

The record 600-plus activists at the 22nd annual TDU Convention demonstrated their commitment to TDU by pledging and donating over $66,000 toward building the reform movement in the coming year. Nearly 200 participants contributed $200 or more, directly or in monthly installments. Others gave $20, $50, or $100. Every contribution was invaluable toward getting off to a strong start in the new year.

TDU's success and longevity as a grassroots movement is due in part to the consistent financial support in small and large amounts from hundreds of Teamster members who care deeply about the future of our union. It is the fact that so many are willing and able to give so much of their money as well as their time that has helped us earn a place in history.

As Teamster reformers gear up for the road ahead, we hope you will join the hundreds of brothers and sisters who support TDU with a donation or pledge today. If you donate $200 or more you will receive a special TDU lapel pin in recognition of your contribution.

Yes, I'll help with a donation or pledge

❑ I pledge $200 or $_____ in 4 quarterly or 10 monthly payments
circle one

❑ My donation of $_____ is enclosed.

Name (print)_____ Local*_____

Address _____

City _____ State _____ Zip _____

Credit card donations or pledges also accepted (VISA or Mastercard only)

VISA/Mastercard #_____ Exp. Date ___/___

Company _____ ❑ Retiree

*Required for all donations to TDU.

No donations to TDU accepted from employers or from union funds. Your donation to TDU is not tax deductible.

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

Ken Paff at TDU Convention

'We're Going to Go Out and Win This Election'

Excerpts from TDU National Organizer Ken Paff's speech to the TDU Convention, Nov. 22, 1997.

[The day Ron Carey was ruled ineligible] we were hit hard. It was a good day for the anti-union employers. It was a good day for the union busters. And I guess it was a good day for Junior Hoffa, their friend.

But it was a bad day for the labor movement. It was a bad day for working people. It was a bad day for the struggle for equality in this country.

[And] there is another side to this story and it's a more difficult side. ... Bringing Martin Davis-type characters, consultants whose specialty is razzle-dazzle and political connections, into the Carey campaign was a monumental blunder. And it was the opposite of rank and file power. It was the opposite of a grassroots campaign that went out and actually won the election.

Brothers and sisters, if you are going to take on corporate America, if you are going to win major strikes, if you are going to start turning the labor movement around, you better make sure you are not vulnerable. You better not let any Martin Davises into your operation. And that's an important lesson that we have to take forward.

Someone said yesterday, "In tough times like this, thank God there's TDU." But we've got to build it. ... Think of the turning points in Teamster history of the past two decades, and TDU has been there. Now multiply that by ten and that's the situation we're in.

The direction of labor is on the line. We're going forward, and sending Junior back to the golf course, or we're going backward and the whole labor movement with us.

This movement is about a better union, a more democratic union, a stronger union. But keep in mind it's about something bigger. It's about a more equal society. It's about a more promising and secure future for our families and our children and grandchildren. It's about countering that corporate mean streak that's so strong in our society with an organized force for fairness and equality. That's what we're about, brothers and sisters. That's why we're going to go out and win this election. We're going to win it with a reform team that we can be proud of and have confidence in. We're going to build this TDU movement. That's the job of everyone here.

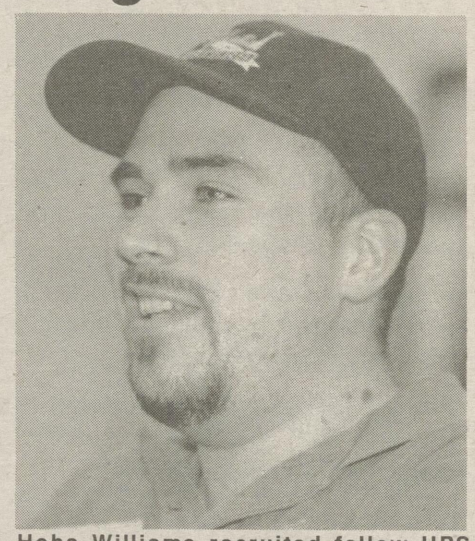
TDU Recruitment:

Our Future's Building Block

Recruitment is the most critical job in TDU's fight to continue to reform our union. Our movement is built by members who take the time and make the commitment to go out and recruit other Teamsters.

TDU's top recruiters were honored in Cleveland at the TDU Rank and File Convention. Hobe Williams, a UPS part-timer from Seattle Local 174, won the award for top recruitment by an individual. Robert Lloyd of Ark. Local 878 accepted an award on behalf of the Arkansas Chapter for best recruitment by a new chapter. Johnny Gomez of New York Local 277 accepted the award on behalf of the N.Y./N.J. chapter for the most recruitment by a chapter this year. Gillian Furst of Minneapolis Local 1145 and Homer Lambert of Chicago Local 743 also accepted awards on behalf of their chapters. Congratulations goes to all TDU builders.

At the convention those in attendance were asked to go back and recruit at least three new members before the next convention. We ask the many members unable to attend to also work to recruit in their workplace, local and region. Recruiting new TDU members will have a critical impact on the future of our union in the coming months. For more information on what you can do to help build TDU, contact the TDU office.



Hobe Williams recruited fellow UPS Teamsters to TDU during and since the strike. Hobe challenges all of you to beat him this year.

Grassroots Campaign Will Win the Election

"Only a few days after the disqualification [of Ron Carey] ... a record number of union militants gathered in Cleveland for the twenty-second annual convention of Teamsters for a Democratic Union, looking for both members and strategy to save their union. There was no handwringing, and no despair. 'You know,' Local 247 member John Vamplew said 'this might just make us stronger. Now we see the members have to do it.' "

— The ***Nation*** *magazine, Dec. 15*

He's right: the members have to do it. Our TDU convention in November laid the groundwork for continuing Teamster reform, building Teamster strength, and winning the all-important Teamster election in 1998.

There is no question that Ron Carey's disqualification — whether temporary or permanent — was a setback. But Hoffa himself now faces an investigation into his campaign finances. And, even more important, we're focusing on our strength — grassroots, member-to-member campaigning — and ready to go full speed ahead.

In recent weeks Teamster reform has grown stronger with a string of local union victories, and defeats for Hoffa's friends. In several locals Junior campaigned personally with no success.

TDU has launched a national petition drive demanding a "a thorough investigation of James Hoffa Jr., using every bit as many resources as have been used to investigate and attack Ron Carey and his reform leadership."

Every Teamster should want to see the air cleared. Every Teamster should want to see anti-labor politicians stopped from cutting off funding for that investigation.

Petitioning is a way to reach members and have impact. Let's see if Hoffa can stand the scrutiny.

'Who's Your Candidate?'

Reporters and some members are asking the question "who's your candidate?" The TDU Convention instead chose to focus on direction, principles and unity, rather than endorsing a candidate on the spot. As Ron Carey said there, "There will be a strong reform slate in the next election. Whether it's me at the top of it or someone else, the reform slate will win."

Leaders on the reform slate have maintained unity. There are qualified leaders ready to take on the challenge, if Carey's appeal fails.

We need to keep our eyes on what's important, and how we will win. "The members have to do it," as brother Vamplew said. In the freight contract, the Anheuser-Busch contract, the Northwest airlines contract, and in the all-important election.

If you're not a TDU member, join today to help get the job done.

New EO Appointed

The Federal Government has appointed a new Election Officer to oversee the 1998 election process.

Michael G. Cherkasky is a former chief investigator in the Manhattan District Attorney's office. Cherkasky is currently the chief operating officer of Kroll Associates, a private investigation firm based in New York.

One of Cherkasky's first jobs, and his most important one, will be to investigate Hoffa Junior's campaign finances.

Court Grants EO Subpoena Power

Election Delayed for Hoffa Investigation

The schedule for the Teamster rerun election has been suspended, to allow time for an investigation into Junior Hoffa's fundraising. The initial delay was for 45 days; at the end of that time Election Officer Michael Cherkasky will estimate how much time he needs for the Hoffa investigation.

The earliest the election can be held is April-May 1998. It is likely that it will be held at a later date.

The selection of Michael Cherkasky, an investigator and former prosecutor, to head up the Hoffa investigation was cheered by Teamster reformers. Cherkasky filed a motion in early December in federal court to gain subpoena power to compel testimony and promptly received it.

Grand Juries Looking at Hoffa

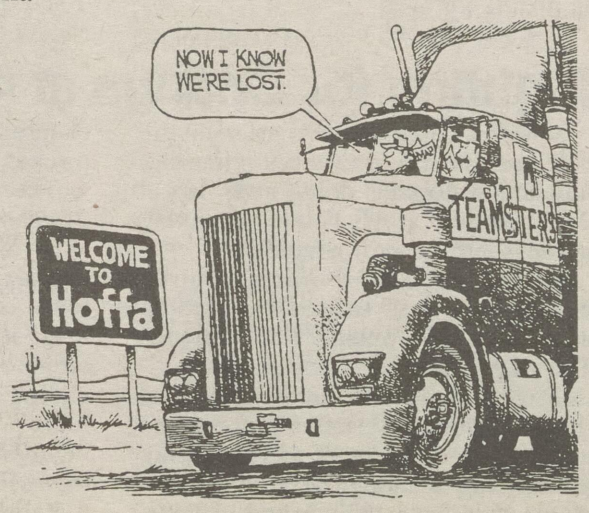
There are already federal investigations based in Chicago and Detroit and a federal grand jury empaneled in Boston, investigating old guard officials with close links to Junior Hoffa and/or his campaign.

Some of the questions about the $4 million raised by Hoffa in 1996 have started to hit the press. Mafia figure John Matassa of Chicago has told officials in the Laborers Union that he was a Hoffa fundraiser. The Chicago Local 710 pension plan just happened to have millions of dollars in investments pass through the Cayman Islands, with a huge commission paid to a stockbroker who has a sham "contract" with Detroit Local 337, headed by Hoffa's boss Larry Brennan.

Hoffa Allies Fear Revelations

A number of Hoffa allies and running mates are expressing concern that Hoffa may be eliminated from the race or badly damaged by revelations that come out in the investigation.

But TDU organizer Ken Paff told the activists and leaders the TDU Convention to not count on anything, but go out and beat Hoffa. "If they take Hoffa down, it may make our job easier," Paff said. "But we won't count on it, we'll go out and win it. We never count on the easy route, we're TDU!"



IBT Election Update

Ron Carey Files Appeal

In December Ron Carey filed an appeal to the decision to ban him from running for reelection because consultants hired by his campaign engineered a "swap scheme" to illegally raise campaign funds. Carey maintains he had no knowledge of that scheme. The main evidence against him is the word of Jere Nash, who pleaded guilty to felonies and now is testifying in hopes of a reduced prison sentence.

Carey took an unpaid leave of absence to step aside as he fights to clear his name. General Secretary Tom Sever is the acting General President, and the union also has in place an independent financial monitor, similar to what was done in early days of the consent order.

Carey Takes Polygraph

Carey's appeal notes that he took a polygraph, administered by leading FBI polygrapher Barry Tolbert. That examination showed Carey to be "completely truthful." Polygraph results are not admissable in court but are routinely used by the FBI and other agencies as tests of credibility.

IRB Hearing Set for Jan. 20

Carey will get a hearing on the issue on Jan. 20 before the Independent Review Board (IRB). Based on the decision by Kenneth Conboy against Carey running for reelection, the IRB filed a charge that Carey should have been able to prevent the illegal schemes.

Reform Slate to Take on Old Guard

Carey told the TDU Convention just days after Conboy's ruling that there will be a strong reform slate in the 1998 election, whether or not he can run.

At that convention TDU adopted a motion which empowered the elected TDU Steering Committee to endorse a candidate and reform team, and to go full speed ahead to win the election. TDU also launched a national petition drive among Teamsters calling for a thorough investigation into the fundraising of the Hoffa campaign.

TDU to Hoffa, LaRouchies:

Teamster Reform Will Win!

Hoffa's PR man Richard Leebove and his attorney Bradley Raymond launched a "big lie" attack on Teamster reformers just one day before the TDU Convention in November. TDU acted quickly to set the record straight.

Raymond sent a letter out to the media filled with lies about TDU. One big lie was that TDU received large sums of money from Gail Zappa (the widow of rock star Frank Zappa).

TDU counsel Paul Levy promptly fired back a letter to Raymond, in which he invited Raymond to put up or shut up. The letter stated, "You have deliberately not made any election protest about these matters, perhaps because you prefer to make allegations about which no public decision will be made. I invite you to file an election protest. Should you fail to do so, this will be further evidence of the malice with which you are publishing your statements, and TDU will be compelled to consider appropriate actions to protect its interests."

Raymond sent a lame response in which he pretended he had never spread the lies. Meanwhile, Leebove continues to call reporters with the fabrications about TDU.

The only news outlet to so far take their lies seriously has been the *Washington Times,* an anti-labor publication owned by the Moonies' organization. TDU has a solid record of integrity among Teamster members and among reporters as well.

What's Behind the Big Lie?

TDU is the organized reform movement that stands between these disgusting characters and control of the Teamsters union. So they are going to use everything — lies, tricks, threats — to attack TDU. These tactics are their stock and trade.

Hoffa spokesman Leebove has been a long-time follower of convicted felon Lyndon LaRouche and was formerly in charge of the BLAST goon squad formed by Hoffa allies in Ohio and Michigan. He has a record of impersonating reporters, fabricating records, and various other dirty tricks. The AFL-CIO once issued a national warning against his former publication, the *American Labor Beacon.*

Hoffa attorney Raymond is a management lawyer who represents Teamster employers against our union. His firm also formerly represented the BLAST goon squad, which committed violence against Teamster members. Former IBT President Jackie Presser, when asked about BLAST violence, took the Fifth Amendment.

We have one message for these creeps. Whatever lies you tell, Teamster reform will win!

Local 730, Washington, D.C.

Giant Food Members Score Contract Wins Against Outsourcing and Job Standards

Does an active, informed membership equal better contracts? According to Local 730 members at Giant Foods in Washington, D.C., the answer is "YES!"

Newly elected Local President Rick Dade told *Convoy Dispatch*, "At the ratification meeting the business agent read the contract changes. There was total silence. We had never seen anything like this before. Then members voted 614 to 23 in favor of the agreement. Because we kept them informed throughout negotiations, they knew what the package contained."

Convoy Dispatch interviewed Rick Dade about the contract, what they won and how the members made it happen.

CD: What were the key victories?

Dade: A big issue, one that we have been trying to get for a long time, is a health insurance plan for retirees. We also got improvements in member healthcare, job protection guarantees, a 401K plan in addition to pension increases, protection against engineered work standards and $2,300 in bonuses over three years.

CD: How does the job protection work?

Dade: Basically, regular employees on the payroll as of Nov. 9 cannot suffer a departmental layoff as a result of outsourcing or transfer of work during the lifetime of the employee at Giant. This issue was critical to us—as it is throughout the grocery industry.

CD: Protection against outsourcing and health benefits for retirees are extremely tough issues to win in the current bargaining climate. How did Local 730 members accomplish this?

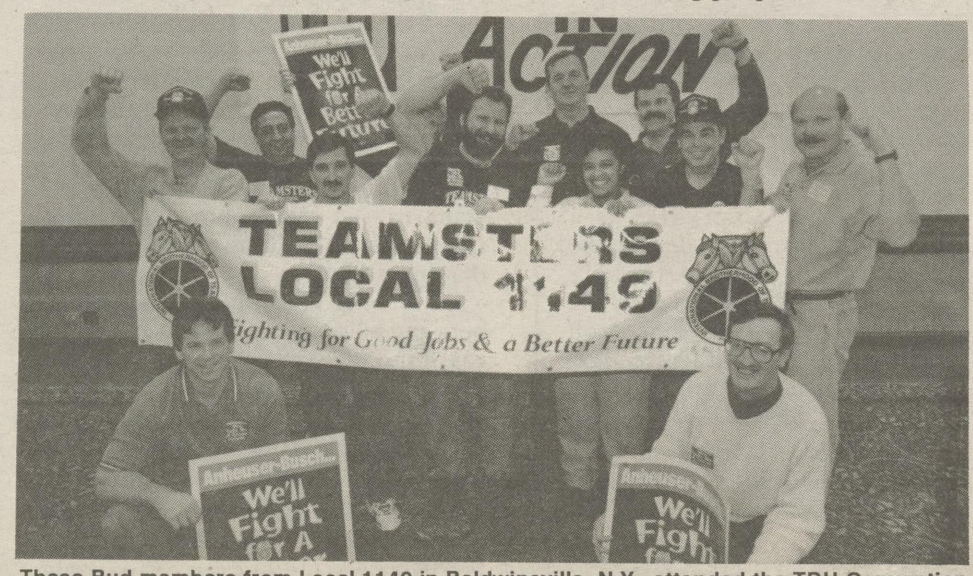
Dade: Because of our election campaign, there was a high level of activity and awareness among members. This awareness made it possible for us, with some terrific help from the Warehouse Division, to build a member-to-member network that kept members informed and active. The recent UPS strike, and a strike last year by Local 639 drivers at Giant, also played a big role. Basically, the company was more amenable than they had been in four contracts, and the UPS strike and 639 strikes—and the public support they garnered— clearly made a difference.

CD: What did you do differently this time, than during other contracts?

Dade: The member-to-member approach was different. The Warehouse Division did training for us on this, and also provided a staff person to assist with bargaining. To keep the pressure on we did sticker campaigns, where all members wore stickers calling for a fair contract. To win the benefits for retirees, we brought in a benefit fund expert. He analyzed what the funds were capable of and met with management to argue our position.

CD: Armed with this victory, what is next for Local 730 members?

Dade: Well, in the coming months we will be setting plans. No doubt organizing new members will be one of our priorities, especially targeting the companies that are handling the outsourced product, including the non-union competition. As for our next contract, one of our priorities will have to be wages and keeping up with the cost of living. And overall? I'd say, it has to be educating members about the great potential our union and the reform movement has to improve the lives of working people.



These Bud members from Local 1149 in Baldwinsville, N.Y., attended the TDU Convention in November as part of the campaign organizing effort.

Frito-Lay Meeting Sets Course for Unity

Rank and file Frito-Lay members from across the U.S. gathered at the TDU Convention on Nov. 22 to discuss issues and set plans. Transport, sales, warehouse and production workers from over a dozen states were represented.

The goal of the meeting was to set plans for building regional and national unity. As a framework for discussion we heard a report from Dan Campbell, a founder of the national UPS network. He explained what it took to build unity and strength at UPS over the years, and what might apply to our project.

The meeting also accomplished the following:

- Developed a master list of concerns.
- Brainstormed a list of projects for the network.
- Chose an initial steering committee.

The group discussed a long list of issues. At the top of the list were concerns about lump-sum bonuses and the split workweek—issues at the heart of the management offensive of the last several years. Also pointed out was the growing reality of more and more work for the same or less pay. And if all concerns could be narrowed down to one issue, it was clearly the feeling that union strength at Frito has continued to decline at a time when a strong union presence is urgently needed.

Participants agreed to focus on plans and projects. One of the first jobs for the new steering committee is to sort through a list of over 20 proposals to focus on doable plans for the coming year. Among the proposals: setting up a web site, conducting a survey of Frito Teamsters, regional meetings and producing literature for the network.

The meeting was an excellent start. Now let's keep building. If you are not part of the network join TDU and get involved today.

'Momentum is Building'

J.J. Koeller
Local 688, Frito-Lay
St. Louis

The high point of the TDU Convention for me was the Frito-Lay jurisdictional meeting. It was refreshing to see so many others willing to put forth the time, money, and energy in order to help their fellow Teamsters fight for a national contract.

While we all realize that we have a long way to go, the movement has started and the momentum is building.

What we need more than anything is member involvement. The Frito-Lay network petition drive is still going. If you need petitions in your area, know someone who might be interested, or want more information contact TDU and help us further the cause.

Sports Arena Leafleting a Success

Anheuser-Busch Contract Campaign Building Steam

When management starts dancing to your tune, you know something's going right. That's the situation at Anheuser Busch, thanks to an aggressive one-to-one contract campaign.

Over the weekend of Dec. 13-14, Teamsters and supporters from other unions leafleted sporting events in six cities. In some areas over 50 leafletters showed up.

In every case, some very unhappy looking A-B managers showed up passing out flyers claiming that A-B workers make $60,000 to $80,000, and asking the public, "Don't you want to make that?" The Teamsters brought a positive message, focusing on good jobs for working families and informing the public of A-B's $1 billion-plus in profits for 1996.

"Thanks to the contract campaign, we're driving the bus, "said Local 1149 contract coordinator Rob Hermann. "Now they're playing our game, following our lead. This is terrific."

The contract expires on Feb. 28. While a number of issues are involved, the loss of good jobs is a central issue. "Job security is paramount," said New Jersey Local 843 Secretary-Treasurer Pete Tierney. Rampant overtime, threats from subcontracting, and company proposals to eliminate hundreds of jobs make this a primary demand.

Bud Teamsters will keep up the effort in January. Breakroom meetings are scheduled to keep members informed and a national T-shirt day will take place on Jan. 12. So far over 80 percent of Bud workers have bought T-shirts, setting the stage for building even more unity in the weeks to come.

Fighting for Change at 4C Foods

With management retaliation on the rise, unresolved grievances piling up, and union officials doing little, Local 277 members at 4C Foods are taking matters into their own hands.

While their union officials stayed home, members turned out for an after-work rally outside the company. The angry members delivered a petition to management announcing that they are filing discrimination charges against 4C management and preparing a leafleting campaign at area grocery stores that have their bread crumbs, cheese and other store-brand products packaged at 4C. The majority of workers at 4C are immigrants or African Americans.

For now the leafletting campaign is temporarily on hold while members focus their energies on winning their local union election. A coalition of members from 4C Foods and A&P calling themselves the "Honest 277 Slate" are challenging Local 277's "Old 277 Slate." (Yes, they actually call themselves the "Old 277"!)

Ballots will be counted on Dec. 23.

Failure to Reinstate Steward, Seniority Issues, Company Attacks ...

Greensboro UPSers Meet to Take on Challenge

Local 391 Teamsters at UPS in Greensboro, N.C., face a host of challenges. At a TDU meeting on Dec. 7 they discussed the issues and set some initial plans for moving forward to build union strength.

One key battle is the reinstatement of steward Turner Wiley. Wiley, a full-time inside employee due to a medical condition that took him off package car, has been active in contract battles and other issues for years.

In March 1997 Wiley was reelected shop steward after overcoming the active opposition of local officers. The local has a number of disincentives to keep reformers and non-insiders from running for steward. Wiley was removed as steward by Local 391 officials a number of years earlier.

The next month, UPS fired Wiley in retaliation. At the May panel hearing, he was ordered reinstated but has yet to work again at UPS. Using his medical condition as a subterfuge, UPS has stonewalled on returning him to work.

"My case is just one of many problems faced by Greensboro UPS members," Wiley said. "The strength of our union is under the gun here. We've got to start turning this situation around, start rebuilding union strength at the shopfloor level. A number of conditions and standards here in Local 391 are behind those in other Atlantic area locals. We need to move forward."

Another heated issue at Greensboro is part-time to full-time seniority. A legacy of the divisions created by the part-time/full-time workforce, part-timers feel they should be able to use their company seniority for vacation and bidding purposes when they transfer to full-time jobs. While it is true that part-timers in some areas covered by the Atlantic Supplement do retain company seniority at least for purposes of picking vacations, the fact is a 15 or 20-year part-timer is likely to end up behind a full-timer hired off the street.

It is an extremely difficult issue to resolve and many full-timers, especially those hired off the street, have a different point of view.

Prior to contract negotiations, Greensboro members gathered over 500 petition signatures to propose a workable solution and build part-time/full-time unity.

"UPS worked to fan the flames of division between part-time and full-time on this issue," steward Lee White said. "We need to overcome these divisions, even when we have conflicting or difficult issues."

At the heart of all concerns in Greensboro is the need for a positive, democratic union presence—a local that mobilizes, educates and informs members. "This is our goal", says Wiley. "We want a strong union that builds unity, not division, a union we all can be proud of. We will keep moving in that direction."

CAR RENTAL TEAMSTERS MEET AT TDU CONVENTION. Teamsters from the car rental industry met with Trades Division Director Tom Gilmartin on Nov. 23 at the TDU Convention. The meeting focused on major issues facing the industry, the need for member involvement in organizing nonunion rental agents, the campaign for master agreements and discussion of plans for a national conference of car rental Teamsters.

Local 120

No More Perks Needed

The members of St. Paul, Minn., Local 120 have the right idea. If your officials already have two pension plans, they don't need a third. And if you organize, you can stop them from grabbing one.

The officials of Local 120 put into effect a motion to enable them to set up a membership-funded 401(k) to provide a third pension, two being inadequate for their lifestyles.

TDU members thought that was a bad allocation of union resources, so they organized. First they petitioned to get a special meeting, under the bylaws, to vote it down. The leadership called the meeting but then refused to allow a vote. Then at the September union meeting, with 200 members in attendance, the issue was brought up again. Finally Harold Yates, Local 120 president, announced bitterly that the 401(k) would not take effect.

That's rank and file power.

Pension Petition Targets Re-employment Rule

Atlantic area Teamsters have spearheaded a petition drive aimed at getting rid of the Central States Pension Fund rule against re-employment after retirement.

"I think it stinks," Local 391 member Tommy Burke said about the rule. "We've made a lot of progress in the area of pensions, but still have more to go. The re-employment rule is a control thing. They want to control every aspect of your life, making it harder for a person to retire. Most people don't want to get a job after they retire, but if you need to, you should be free to do so."

The rule is quite broad in scope, stating that you are not to work more than a certain amount of time in any shop that is Teamster organized or could be covered or related to Teamster organized shops. As an example, Burke told the story of a feeder driver who bought a dump truck after retirement. The fund made it clear that he had to get rid of the truck, or risk his pension. "This doesn't seem right," Burke said, "especially when they let officers retire with more than one pension and then let them do what they want."

Over 1,700 Teamsters from 23 different locals signed the petition, which has been sent in to the Central States Fund. So far, Central States Director Ronald Kubalanza hasn't even bothered to acknowledge the petition.

NLRB Charges Vegas Local with Blacklisting

The National Labor Relations Board recently issued a complaint on two violations against Local 995 in Las Vegas. Mark G. Clark, Local 995 member and TDU activist, filed the complaint, which alleges a pattern of coercion, manipulation and restraint, specifically designed to effectively blacklist brother Clark from being active in his local union.

According to the complaint, Local 995 officers have deliberately refused to properly dispatch Clark to job vacancies for over two years, even though he was fully qualified and registered near the top of the job-A-list. He is currently near the bottom of the job-B-list. It should be mentioned that Clark ended up on the out-of-work list as a result of a successful decertification campaign against the union at his place of employment. Local 995 leaders did virtually nothing to fight the decertification.

Brother Clark says his problems began when he actively supported a candidate who opposed then-local president Mike Magnani in a November 1995 election. Matters grew worse when Clark actively campaigned for Ron Carey in the 1996 elections, while the Local 995 leadership supported Junior Hoffa. After winning an election protest against Las Vegas Local 14, which was using its newsletter to campaign for Junior, then-Local 995 Secretary-Treasurer Steve Burrus placed Clark on withdrawal against his will, even though he had continued to maintain his membership in good standing.

The incidents involving Clark should be a wake-up call for each and every Teamster, and a real-life reminder of what this upcoming election is really all about. Do we want true reform that will prevent members from suffering the injustices mentioned here, or do we want a return to the "good old days," when the "power" that Junior talks about was held only by a small group of officers at the top, and very little was given to the real union—the rank and file members?

Order CONVOY DISPATCH by the Bundle

Convoy Dispatch is a great source of news, and TDU's best recruiter. It will be especially important to keep members informed during the coming election period.

Want to help keep other Teamsters informed and build TDU? Order a bundle to distribute each issue.

Bundles are sent each issue. Prices per issue:

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Return to: TDU, Box 10128, Detroit, Mich. 48210

Can Hoffa Win Anywhere?

Not When Teamsters Want Reform

From Rock Island, Ill. to Worcester, Mass., to Dallas and from warehouse workers to flight attendants to road drivers, Teamsters are voting for reform candidates in local elections. In elections involving over 50,000 Teamsters, Hoffa's old guard forces have yet to win a thing.

He lost in Detroit Local 299, his dad's local. He lost in Chicago Local 705, where he spent $75,000. He failed to bust reform in Seattle. His boy in Dallas campaigned in a red Hoffa vest, and came in last. His IBT vice president running mate in Local 2000 was voted out by a three to one margin in a record turnout.

What's it mean? Just that Teamsters want to go forward, not backward to the weakness and corruption of the old guard. That's the message. Spread it around.

Biggest Trucking Local Votes Reform

Chicago Local 705 Says No to Hoffa

Chicago joint council officials were outside the counting room on Dec. 6 ready to celebrate, but the 18,000 members of Local 705 spoiled the fat cats' party. The reform team of officers and business representatives led by Jerry Zero narrowly won every position.

Considered Hoffa Stronghold

Junior Hoffa personally campaigned in the local, previously considered a stronghold of his support, and he helped raise an enormous local warchest estimated at $75,000. Hoffa had won all 18 delegates here in 1996.

Zero defeated Hoffa's campaign manager for Chicago, Dane Passo, who was running for top office. Passo testified at the Republican-led House Subcommittee hearings in October.

Zero won office two-and-a-half years ago when the trusteeship of 705 ended, but with a minority vote against competing old guard slates. The local was in trusteeship after former local boss Dan Ligurotis shot and killed his own son in the union hall and was removed from the union for embezzling union funds and carrying a loaded gun in the local hall.

Zero credits a strong campaign by stewards and members in overcoming the money put in by the Hoffa forces.

Reform Slate Sweeps Flight Attendant Local Election

Northwest Airlines flight attendants sent a loud and clear message to the airline's management on Nov. 15 when they overwhelmingly elected the "IT'S TIME" slate to take control of their local on Jan. 1. All seven newly elected Executive Board members and most of the 16 elected base representatives (business agents) belong to TDU.

The 10,000-member local represents Northwest flight attendants at 10 domiciles from Boston to Honolulu. The airline's two largest domiciles, Detroit and Minneapolis, include 60 percent of the members. The local also represents over 400 attendants at Sun Country Airlines and approximately 60 at Great Lakes Airlines.

The November election set an all-time high for voter turn-out in the local. Over 70 percent of the flight attendants voted, and the "IT'S TIME" slate pulled 74 percent of those votes. Fourteen of the base reps endorsed by the slate were elected at the various domiciles. The new Executive Board includes Billie Davenport, president and principal officer; Al Habib, vice president; Danny Campbell, secretary-treasurer; Anne Toombs, recording secretary; and trustees Shadlea Bennet-Williams, Joan Prince Crandall and Lovey Offerie.

The pro-Hoffa incumbents who were voted out of office include Dotty Malinsky, Central Region VP on the Hoffa slate, who has been drawing full-time salaries from both the local and the International.

Members of the slate recently met with TDU staff to discuss organizing and implementing an aggressive contract campaign centered around the local's current negotiations with Northwest Airlines. President-elect Billie Davenport had the following to say about the recent victory: "Throughout our election campaign, our members identified with our slate name (IT'S TIME) and our grassroots message because they knew it was truly time to reform our union. The members worked hard on our campaign and they deserve full credit for the election results. They proved to each other that our strength comes from involvement and mobilization. If we now stay focused and unified, our slate name will now take on new meaning ... our contract. It's time, Northwest!"

NEWLY ELECECTED LOCAL 2000 members Ann McNeely, base rep; Billie Davenport, president; Joan Prince Crandall, trustee, and Kathy Smith, base rep.

Seattle Local 174 Victory

Advancing Reform Takes Leadership

In November the 6,500 members of Seattle Local 174 voted to reelect Bob Hasegawa and his whole slate, in the face of a double-barreled opposition. The election was a referendum on moving reform forward or stopping it.

Transforming a local union into one that involves and unites the members in contract campaigns, organizing drives and other programs is not a one-time deal, but a long process. This election showed that. It was about change, and change always affects some people negatively.

There were three slates. One was the PROUD (Pro Union Democracy) Slate of Bob Hasegawa and the mostly-TDU rank and file executive board, who won it. A second was headed by the Hoffa coordinator for Seattle, Jerry Halberg. And a third was led by two business agents with the backing of other BAs, called the "Unity Slate."

Hasegawa has set a course of building a local based on rank and file power. That means involving the members, building a vigorous organizing program, and being willing to take on battles.

The business agents, most of whom had previously supported Hasegawa, decided they had had enough of that. They were invested in the old ways of operating: signing contracts, settling grievances, and protecting their own positions. (They even formed a "union" of BAs to isolate themselves from rank and file accountability.) Educating and involving members, taking on major campaigns, were not their priorities. Their "Unity Slate" ran on a platform of better service for members.

With the opposition of the BAs, Hasegawa went into the campaign as the underdog. Fortunately reform has deep support in the local and there is an active caucus of TDUers who campaigned hard, developed their own phone bank list, and took the issue of rank and file accountability to the members.

Congratulations to Hasegawa and to all Local 174 members for being a beacon of hope and progress for Teamsters in the Northwest.

Reform Hits Dallas Local 767

"More membership education, more membership involvement, and better representation. That's what we ran on and that's what we're going to do," explained Dallas Local 767 president-elect Wesley Jenkins.

Jenkins and the Concerned Teamsters swept to victory in 4,000-member Local 767, which represents primarily UPS and grocery warehouse Teamsters. They won on a reform platform.

The incumbent, Joe Lesmaster, campaigned wearing his Hoffa red vest, figuring that would help him get votes. Wrong. He finished third out of three candidates.

The Concerned Teamsters had won the delegate race in 1996 as supporters of reform and of Ron Carey. They then reorganized to win the local election.

They ran a member-to-member campaign using what they learned from TDU. They concentrated on local issues, including fat-cat salaries and perks to officials while some members had not seen a BA in months. There had not been a stewards' seminar in over two years and the officials even failed to organize the annual picnics for members.

Jenkins summed it up: "The members want to feel that this is their union. Before we had to go around the local to the International just to get our questions answered. We want the members to know we work for them. It's their union."

Wesley Jenkins, newly elected Local 767 president.

LETTERS FROM OUR MEMBERS

Union More Democratic Thanks to TDU and Carey

We feel that because of TDU Ron Carey was elected as leader of the Teamsters. Because of Carey and TDU we have a much more democratic union. A lot of the abuses have been taken care of, to the tune of hundreds of times beyond the amount used for campaign finances needed to beat Hoffa.

With the excellent work and tactics used during the recent UPS contract negotiations, we wish to express our thanks to all involved for bringing our union membership back to being something looked up to by the rank and file.

We will support the team backed by TDU in the upcoming election.

Jerry and Marcia Phillips
Local 624 , UPS
Santa Rosa, Calif.

'The Struggle Is Far from Over'

God is our refuge and our strength. Therefore we will not fear. We have made much progress with TDU, which led the movement to restore respectability to our Teamsters union.

In the 1980s Jackie Presser tried to change the public's perception of our union. But reality got in the way. The Presser years are now remembered as just more of the same corruption.

Carey was elected by the rank and file, but his efforts were blocked by the old guard, who made deals with the companies. He stood up for a good UPS contract. Four months before the freight contract he was denied the chance to run.

The struggle is far from over. With TDU and work from the rank and file, we will prevail.

O.L. Pinson
Local 891, Roadway
Meridian, Miss.

Reform Must Go On

The general mood at the TDU Convention fluctuated from optimism to gloom because Ron Carey had been disqualified from running for president. I met a number of people who had been early members of TDU and had campaigned with and for Carey at a time when the odds against success seemed hopeless. It is hard for these people to see their friend and leader in distress. Others, like me, of a more pragmatic bent, would like to see Carey step aside so that a new candidate could bear the banner of reform, continuing the policies Carey had so ably carried out before these recent troubles.

A number of IBT officials were present at the convention. Among them were three men who have been mentioned as candidates should Carey step aside: Tom Leedham, IBT Warehouse Director; Richard Nelson, IBT Freight Director; and Ken Hall, IBT Parcel Director and the man who, with Carey, negotiated the UPS contract. All three addressed the convention, and I was impressed with each of them. Any one of them would make an excellent candidate for president from the reform point of view.

Bob McNattin
Local 544, Murphy Warehouse Co.
Minneapolis

Members Are the Key to Labor Movement

Allow me to indulge myself, but I forgot how great we are. Somehow in the rush to get Ron Carey re-elected, I just forgot. We are the ones who are always preaching that it's "the members, the members, the members," yet it wasn't until we were all gathered together in Cleveland at the TDU Convention that I felt our strength and confidence. The day I heard about the decision to bar Ron Carey from rerunning I felt as if I'd lost my navigational system, and I was so preoccupied that I actually ran a red light. I regained it after a few hours in Cleveland

Let this whole debacle be a lesson to us. Never again should we invest 100 percent of our emotional and intellectual energy in one person. Despite the fact we aspire to and sometimes achieve monumental things, every human is fallible. We all struggle with our own complex moral decisions. How often have we compromised and perhaps chosen the path of least resistance? We all have, we are human. Individually we can be no more than that, but together we are able to run a system of checks and balances. We debate each other, we question our TDU leadership, and this is healthy and good. We are stronger together. Let us remember this fact and carry it forward. Let us not rely too completely on any one charismatic figure. To do so runs contradictory to the ultimate truth we embrace: the members are key to the renaissance of the American labor movement.

Kimberly Shanahan
Local 856, National Car Rental
San Francisco

Investigate Hoffa

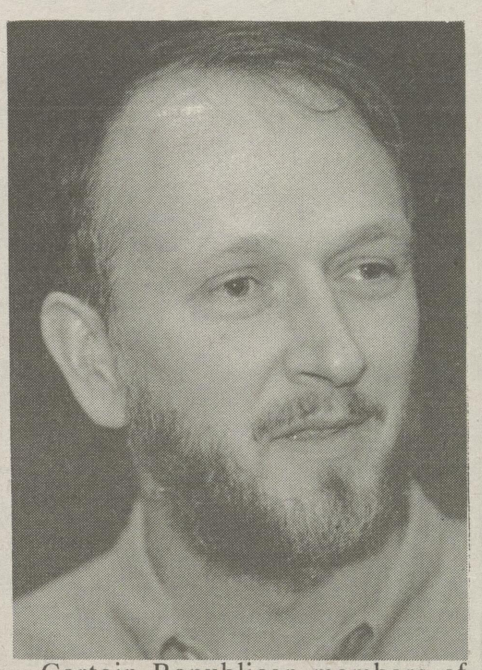
I work at a small UPS delivery center. We got a good response to the petition to investigate Hoffa here, and plan to take it throughout our local.

As far as I'm concerned, Hoffa people should sign the petition too. Let's find out once and for all who is eligible to be president of the Teamsters. How many people do we want to see disqualified? How many times do we want to run this election?

John Moroney
Local 261, UPS
New Castle, Pa.

Significant Achievements in Teamsters Union Since 1991

Tom Sheibley is a driver for Roadway out of Brockton, Mass., Local 653 and a newly elected member of the TDU Steering Committee. Tom also does frequent commentaries for National Public Radio. The commentary below aired on Nov. 26.



Certain Republican members of Congress and editors at the *Wall Street Journal* find it hard to conceal their glee as they announce that corruption is alive and well in the Teamsters. Pardon me, but they must have forgotten what real union corruption is like. Older Teamsters who've been around since the 1970's know corruption. They remember when former president Jackie Presser rammed through a sweetheart national contract with trucking companies in spite of a 63 percent vote by drivers and dock workers to reject. They remember Teamster retirees with 30 years of service being denied pensions on the basis of technicalities. They remember Teamster goons assaulting organizers from the United Farm Workers, then intimidating migrant workers into joining Teamster locals so that corrupt officers could collect kickbacks from growers in return for "labor peace."

In the last few years, though, Teamsters have had a taste of something different: a union that goes head to head with giant UPS to win benefits for both full-time and part-time workers. A union that joins forces with other progressive unions to get a moribund labor movement back into the business of organizing and political action. A union whose officers cut their own salaries and terminate their own lucrative supplementary pension plans.

These are enduring achievements, despite the campaign fund-raising scandal that's thrown the union into turmoil. Yes, incumbent Ron Carey has been declared ineligible to run for re-election, and Jim Hoffa is facing investigation into the almost two million dollars that his campaign received in unattributed contributions. Other potential candidates are scrambling to position themselves for a race that is subject to constantly changing government-dictated rules and timetables.

But no matter which candidate captures the general presidency, today's rank-and-file Teamsters have seen too much to go willingly back to the bad old days. We've rallied national opinion against the trend toward part-time and contingent work. We've lit up the switchboards in Congress to slow down the fast track export of American industries overseas. And we've grown accustomed to having democratically elected union officers who can be held accountable for their actions.

The group that's fought the longest to bring about these changes is Teamsters for a Democratic Union, which held its annual gathering in Cleveland last weekend. There was in many participants anger and defiance at the strange coincidence that the man who last summer led the most successful labor battle in a quarter century, Ron Carey, had immediately become the subject of intense scrutiny by three federal agencies plus a highly partisan congressional subcommittee. There was disappointment and disbelief that the Carey campaign, in its misuse of union funds last year, had jeopardized the gains for which so many people — including Carey himself — had worked so hard.

But incredibly, given the political and legal confusion at the top levels of the union, there was also in this gathering of warehouse workers and car rental agents and reformist local union officers a powerful sense of joy in the continuing struggle for grass-roots power. One non-Teamster on the scene said that he hadn't observed such a spirit of solidarity and even of family affection at a union event since he'd been at a reunion of the auto workers whose sit-down strike in 1936 forced General Motors to recognize their union.

There seems to be a wellspring of inspiration and strength available to those of us who follow in the tradition of rank-and-file labor activism. Its source, I think, is the understanding that we working people ourselves hold the real power to change the balance of forces in the workplace. It's from our ranks that new leaders are continually emerging, and it's our unified efforts that provide the leverage for successful bargaining with employers. There's a certain confidence in knowing that the key to the future of our union lies not with some federal judge or union power-broker, but in our own hands.

MOVING?

Be sure to notify TDU of any change of address. Contact the TDU office at P.O. Box 10128, Detroit, Mich. 48210 or call us at (313) 842-2600.

Thorough Investigation of Hoffa Campaign Finances Needed

Circulate the Petition!

The new election officer, Michael Cherkasky, has begun an investigation of Hoffa Junior's campaign finances. Members across the country are circulating the petition at right calling for the investigation to be every bit as thorough as the investigation of the Carey campaign. We demand that the Election Officer be provided with all the necessary resources to conduct a full inquiry.

YOU CAN HELP

♦ Clip and copy the petition on this page and circulate at your workplace and in your local. All Teamsters should have an interest in insuring that the election process be conducted fairly.

♦ Return the petitions to Teamsters for Justice, c/o TDU, P.O. Box 10128, Detroit, Mich. 48210, or fax to 313-842-0227 before Jan. 17.

- PETITION -

Teamsters Demand

Thorough Investigation of James Hoffa Junior

The undersigned Teamster members call upon the Department of Justice, the FBI and the Teamster Election Officer to conduct a thorough investigation of James Hoffa Jr., using every bit as many resources as have been used to investigate and attack Ron Carey and his reform leadership.

Item: Mafia associate John A. Matassa, Jr., has already admitted that he was a fundraiser for Junior's slate.
Item: The FBI and a grand jury are investigating pension fund transfers that may have funded Junior's slate.
Item: The Feds ordered UPS management to stop making illegal contributions that helped Junior's campaign.
Item: Junior and his law firm represented an anti-union hotel employer against a union member in Detroit, Mich.
Item: Junior and his law firm represented the employer who locked out union members at National Metal Processing.
Item: Junior's law partners represented a Teamster employer who refused to make pension fund contributions.
Item: Junior's campaign is represented by an anti-union law firm that does business with Teamster employers.
Item: Junior was a business partner with Allan Dorfman, the most important mob figure in Teamster history.
Item: Junior represented George Vitale at Detroit Local 283, a convicted embezzler who did business with Dorfman.
Item: Junior helped gangster "Nicky Black" Grancio's associates try to gain control of New York Teamsters Local 707
Item: Junior represented the Michigan Health & Welfare Fund while his corrupt clients looted the treasury.
Item: Junior represented Mike Bane at Pontiac, Mich. Local 614, a convicted embezzler and suspected Mafia associate.

Name	Phone #	Company	Local #

Please return to: Teamsters for Justice, c/o TDU,
P.O. Box 10128, Detroit, Mich. 48210 (313) 842-2600